

# MassWorkforce Issuance

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**Workforce Issuance No. 12-66**

**Policy**    **Information**

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**To:** Chief Elected Officials  
Workforce Investment Board Chairs  
Workforce Investment Board Directors  
Title I Administrators  
Career Center Directors  
Title I Fiscal Officers  
DCS Operations Managers

**cc:** WIA State Partners

**From:** Alice Sweeney, Acting Director  
Department of Career Services

**Date:** December 11, 2012

**Subject:** **Clarification on Setting Fiscal Year 2013 Local Performance Goals**

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**Purpose:** To provide clarification in response to questions and concerns from Local Workforce Investment Boards (LWIBs) and partners with regard to setting local Fiscal Year 2013 Workforce Investment Act (WIA) Performance Goals announced in MassWorkforce Issuance 12-62.

**Background:** The State was required by the Department of Labor, Employment and Training Administration (DOLETA) to establish Fiscal Year 2013 performance goals for WIA in consideration of results from a regression model analysis done by the federal government for all States and local workforce areas in the country.

Additionally, the ETA Regional Office, in discussions concerning the setting of state-level FY2013 goals, indicated that the State's proposed goals should reflect the improving economy and represent a significant increase over and above the FY2012 goals. Massachusetts exceeded performance on all WIA measures for FY2012. (See: MassWorkforce (Information) Issuance #12-56, *FY2012 WIA Title Annual Performance Results*, which presents results for both State and local FY2012 WIA performance.)

The federal regression analysis considered factors affecting performance in a manner very similar to the adjustments provided in prior years for local areas to set their local performance goals. The most recent local adjustments were

provided with the FY2011 Annual Plan Guidance (MassWorkforce Issuance 10-48, May 14, 2010, Attachment H). In FY2012, the State moved to Common Measures with the State and local Adult and Dislocated Worker goals approved at the FY2011 levels. The new State Youth program goals for FY2012 under Common Measures were also adopted by local areas.

The FY2013 State goals, approved by DOL, are presented below.

<b>FY2013 Massachusetts State Performance Goals</b>	
<b>Performance Measure</b>	<b>Goal</b>
<b>WIA Adult Measures</b>	
Entered Employment Rate	82%
Employment Retention Rate	90%
Six Month Average Earnings	\$11,800
<b>WIA Dislocated Worker Measures</b>	
Entered Employment Rate	85%
Employment Retention Rate	95%
Six Month Average Earnings	\$20,000
<b>WIA Youth Measures</b>	
Placement in Employment/Education	80%
Attainment of Degree/Certificate	70%
Literacy/Numeracy Gain	40%
<b>Wagner-Peyser</b>	
Entered Employment Rate	57%
Employment Retention Rate	85%
Average Earnings in 2 <sup>nd</sup> & 3 <sup>rd</sup> Quarter	\$17,000

**Local Goals:** In prior years, when local areas were required to submit local WIA performance goals, the basis for local goals have been the State goals approved by DOLETA. Local areas could choose to accept the State goals as their local goals (one area did this for many years) or they could request adjustments, based upon local factors, to the State level for any measure. (Note: there are no local adjustments to the State Wagner-Peyser goals.)

For FY 2013, the process remains the same. Local areas may accept the State goals on any or all WIA measures. Or, local areas may request a change from the State level on any WIA measure by providing a justification for the requested adjustment. *The expectation is that the FY 2013 goals proposed by an area exceed the FY 2012 goal levels for that area.*

The detailed regression analysis data provided by DOLETA is available to local areas if they wish to consider it in setting their goals. Les Abramowitz ([labramowitz@detma.org](mailto:labramowitz@detma.org)) will extract the relevant tables and provide them upon request. Please email Les directly.

Local areas may also utilize the charts available for FY2011 (Issuance 10-48, attachment H) to adjust the FY2013 state goals based on service to special populations, provided that they update the data to FY2012. The CCPR data for FY2012 is now available on [massworkforce.org](http://massworkforce.org) under MassWorkforce Issuance

#12-65, posted on Tuesday, December 4. You can locate it at <http://www.massworkforce.org/Issuances/InfoIssuance2012.htm>

Just as a reminder, the federal standards apply in determining performance for WIA programs. The floor for acceptable performance is 80 percent of the negotiated level of performance. Performance on an individual measure is interpreted according to the criteria below.

Exceeds: Actual performance is greater than 100.0% of the negotiated level.  
Meets: Actual Performance is between 80.0% and 100.0% of the negotiated level.  
Fails: Actual Performance is less than 80.0% of the negotiated level.

**Action**

**Required:** A response to Lisa Caissie as described below is expected from each area.

Each LWIB must submit a confirmation if they are accepting the State goals as their Fiscal Year 2013 local goals.

Local Workforce Boards may request a goal adjustment from the State level on any or all WIA measures. The LWIB must submit a detailed justification for each goal change requested from the State level.

**Submit Attachment C indicating acceptance of the FY13 WIA State goals, or a request to change any WIA goal. A request to adjust a goal must be accompanied by a justification. Attachment C must be submitted by email to Lisa Caissie at [lcaissie@detma.org](mailto:lcaissie@detma.org) by December 21, 2012 (deadline extension from December 14.)**

**Inquiries:** Please email all questions to [PolicyQA@detma.org](mailto:PolicyQA@detma.org). Also, indicate Issuance number and description.

**Attachments:** A. Local Area Performance Data and USDOL Regression Targets  
B. FY12 and FY13 Q1 Performance  
C. Local Area FY 2013 Performance Goals Request Form